

Retirement Age

Number: B-10

Revision:

Revision Date: 07/01/2017

1.0 POLICY

Sworn Police Officers and Firefighters shall normally retire at age 62. Other employees will not have a mandatory retirement age and may continue to work at any age so long as they are able to perform the duties of their position.

2.0 PURPOSE

The Federal Age Discrimination in Employment Act of 1967 (ADEA), as amended, prohibits discrimination on the basis of age and requires that employers not require employees to retire at any specific age so long as they are able to perform their duties. ADEA makes certain exceptions to this prohibition for public safety reasons including sworn Police Officers and Firefighters. For the safety of the public as well as the sworn personnel, the Town of Carolina Beach requires that sworn Police Officers and Firefighters normally retire at age 62.

3.0 SCOPE

The policy governing retirement at age 62 covers only sworn Police Officers and Firefighters. Any employee, regardless of age, who is not able to continue to perform the responsibilities of his job may be subject to the provisions of this policy.

4.0 DEFINITIONS

None

5.0 ORGANIZATIONAL RULES

- 5.1 Sworn Police Officers and Firefighters will retire effective on or before the end of the fiscal year in which age 62 is reached.
- 5.2 In circumstances where conditions warrant, an extension of employment may be considered on a year-by-year basis, but normally the extension should not continue beyond the fiscal year in which the Police Officer or Firefighter reaches age 70.
- 5.3 Approval of the extension will be made by the Town Manager based on a recommendation by the Department Director.
- 5.4 Approval of an extension may require a physical examination by the Town's Corporate Health Partner to determine if the Police Officer or Firefighter is physically capable of continuing his job duties. If the Town requires a physical examination, the Town will pay the costs of the examination.

6.0 PROCEDURES

- 6.1 A Police Officer or Firefighter who desires to work beyond the normal retirement age of 62 will notify, in writing, his department's Chief, through the chain of command.
- 6.2 The departmental Chief will review the request and make a recommendation to the Town Manager.
- 6.3 If the Chief recommends the extension of employment beyond age 62, the recommendation will be forwarded to the Town Manager. If the Chief does not recommend the extension, the Chief will notify the employee.

- 6.4 The Town Manager will review the Chief's recommendation and make a decision about the extension of employment. The Town Manager will notify the Chief of the decision.
- 6.5 While considering a decision on the extension of employment, either the Chief or the Town Manager may require the employee to have a physical examination to determine fitness for continued duty. The examination will occur at the Town's Corporate Health Partner and will be paid for by the Town.

7.0 APPENDIX, APPENDICES

None